



# **Ryerson University 2020 Sexual Violence Report**

Reporting period between May 1, 2019, and April 30, 2020

December 2020

## INTRODUCTION

Ryerson University's commitment to preventing and addressing sexual violence continues to grow. Building on the strength of the education, programming and complaint resolution processes we have developed, Ryerson continues to be a leader in the response to sexual violence on Canadian Campuses.

Effective July 1, 2019, the Ontario government requires post-secondary institutions to provide their governing bodies with an annual report that details the institution's work and progress on addressing sexual violence. This report ("Report") was submitted to Ryerson's Board of Governors in December 2019 and subsequent reports are due each year on July 1st. The Ministry of Colleges and Universities has since extended the date that institutions are required to submit the Report to their governing bodies to December 31, 2020, due to the COVID-19 outbreak. Subsequently, the Board will receive this Report in June each year.

### Background

The University implemented its Sexual Violence Policy (the "SVP") in June 2015. In 2016, amendments to the SVP were made by the University to comply with the Ontario government's requirements under the *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)* ("Bill 132").

In Fall 2019, the University engaged in a "check-in" of the SVP through community consultations with students, faculty, contract lecturers, staff, and other stakeholders. Following these consultations, the Board of Governors approved amendments to the SVP on November 28, 2019, which include: clarifications as to the scope of the policy and key definitions, increases transparency for the process where a complainant files a police report while also engaging the complaints process under the SVP, and changes to the timeline in which decision-makers are required to provide their decision for complaints under the SVP.

The SVP reflects Ryerson's commitment to addressing sexual violence in all forms in the University community and commits the University to initiatives that raise awareness on sexual violence, implementing strategies to prevent and reduce sexual violence, promoting a culture of consent in which everyone shares responsibility for preventing sexual violence and responding to the needs of survivors.

The SVP also outlines the complaint, investigation, and adjudication processes for sexual violence cases on campus. The processes established by the SVP afford the Complainants and Respondents in sexual violence with procedural fairness and have been carefully designed from a trauma-informed and intersectional approach.

Consent Comes First ("**CCF**") works with and provides support to Ryerson students, staff and faculty who have been affected by sexual violence. They deliver education, prevention, training and awareness activities in collaboration with campus partners under this policy. CCF has three full-time staff members, consisting of a Manager and two specialists.

Human Rights Services (“**HRS**”) manages the complaint and investigations process including inquiries, consultations, alternative resolutions, and investigations related to sexual violence. It provides advice, consultation and training on reporting, complaints and the investigation processes under this policy. HRS has six full-time staff, consisting of a director, an intake and administrative officer, one senior investigator and three resolution and partnership officers.

This report consists of the following parts:

Part I: Initiatives and Programs Established by Ryerson to Promote Awareness of its Sexual Violence Supports and Services Available to Students

Part II: Number of Disclosures and Times Supports, Services, and Accommodations Relating to Sexual Violence Were Requested and Obtained

Part III: Number of Incidents and Complaints of Sexual Violence Reported by Students

Part IV: The Implementation and Effectiveness of the SVP

Part V: Sexual Violence Task Force

### PART I: Initiatives and Programs Established by the University to Promote Awareness of its Sexual Violence Supports and Services Available to Students

Consistent with its approach to addressing sexual violence from a trauma-informed and intersectional approach, the University has established a variety of initiatives and programs to prevent and respond to sexual violence and raise awareness on the supports and services made available to students.

#### Sexual Violence Prevention Education and Training

##### E-Learning Modules

- A [student e-learning module](#) *This is How We Take Care of Each Other: Addressing Sexual Violence on Campus* was created by Consent Comes First in consultation with Ryerson students, staff and faculty. Rolled out e-learning to all faculties with 10,045 incoming students enrolled in student e-learning.
- A staff e-learning module will be launched in 2021 created by Consent Comes First in collaboration with community partners including Human Resources, Human Rights Services, Ryerson Faculty Association.

##### In-Person Training

- Over 70 workshops and training were delivered to the Ryerson community, including Community Safety and Security, the Faculty of Science, Orientation, Student Affairs, Library Services, Student Groups, Ryerson Students' Union, Ted Rogers School of Management, the Faculty of Engineering and Architectural Science, Faculty Deans, Chairs, Faculty Departments, Academic Supports, the Board of Governors, Ryerson Student Life Staff, Human Rights Services, Student Affairs, Orientation Leaders, Orientation Team members, Students in Residence, Varsity Athletes, Coaches, Centre for Safer Sex and Sexual Violence Support, Ryerson International, Student Affairs, Student Life and Learning Support, Library Staff, Ryerson Career & Coop Centre, Ram & Rye/Oakham House staff, Summer Camp staff, and various classrooms
- Orientation: 3000 Ryerson Student Leaders during Orientation 2019 through orientation workshops, keynotes, invocation, mandatory residence training.
- 1700 residence students attended mandatory orientation training on consent, bystander intervention, sexual health and disclosures.
- [Consent On Tap](#): Partnership with local area bars and restaurants to provide bar staff and management the skills to intervene, support, and prevent sexual violence from occurring in their spaces or having their spaces used to facilitate sexual violence. Created customized coasters with six ways to intervene and address sexual violence.

### Education for Respondents and/or People Who Cause Harm:

- Training as a part of sanctions or outcomes of the Complaint process
- Coaching and consultation with students
- Disciplinary counselling offered by the Centre for Student Development and Counselling provides opportunities for respondents and/or people who cause harm to explore accountability and impact

### Key Training offered by Consent Comes First in Collaboration with Community Partners

- [Our Community, Our Responsibility: Addressing Sexual Violence from Policy to Supports](#) is a workshop designed to help Ryerson community members become knowledgeable on how to build consent culture on campus, including; Ryerson's commitment to supporting those affected by sexual violence as outlined in the policy; consent as an everyday practice; sexual violence and impacts of trauma; sexual harassment in the workplace; how to deal with disclosures and make referrals to supports on and off-campus.
- [Addressing Sexual Harassment in the Workplace](#) - Participants learn the different forms of sexual harassment that can occur in the workplace, how to practice consent in the workplace and relevant policies related to workplace safety, such as, Ryerson's Sexual Violence Policy, and the Occupational Health and Safety Act. Participants also learn about bystander intervention as part of the TakeCareRU campaign and how to connect staff and faculty to support on and off-campus.
- [TakeCareRU: Bystander Intervention to Address Sexual Violence](#) - Participants learn how to intervene when they witness sexual violence or harassment, the ABCs of bystander intervention and how to connect those affected by sexual violence to resources on or off-campus.
- [Be BRAVE: Dealing with Disclosures and Reporting Sexual Violence](#) - Participants learn the difference between disclosure and reporting and how to support someone affected by sexual violence. Additional learnings include how to refer survivors to support on and off-campus and how to practice self-care after trauma exposure.

### Resources

- **Consent Comes First Folder:** the award-winning package provides comprehensive and accessible information for Ryerson staff and faculty on dealing with disclosures, making referrals for support, resources on and off-campus as well as the difference between disclosure and reporting. Provided to every staff and faculty member on campus.
- **Sexual Violence Complaints Process Folder:** on policies, procedures and regarding the Sexual Violence Policy and relevant rights and responsibilities of the Ryerson

community. Pamphlets, postcards and folders of information were created. Infographics and communications materials include a [visual map of the sexual violence complaints process](#) and the discrimination and harassment complaints process.

- [Orientation Guide](#) - Expanded and updated guide to help plan events for incoming students during Orientation week to ensure that consent comes first. Intended for Ryerson University professional staff, Orientation Week student staff, and students from the various student societies, groups, and course unions.
- **Colouring Books:** all three of the survivor colouring books continue to be used across campus as well as downloaded by 500+ post-secondary institutions, law firms, governments, Sexual Assault Centres, Victim Witness Assistance Programs, across North America and Europe.

## Groups

- **We Heal Together: Black Student Survivor Group:** a monthly peer support group for Black folks looking for alternative community healing methods led by Ryerson student Cassandra Fullwood supported by Consent Comes First. This group acknowledges the systemic barriers and erasure of black folks in survivor-led spaces. As Black people, our experiences with sexual trauma and hypersexualization is influenced by colonialism and anti-Black racism. Healing from our traumas requires different alternative methods that are within a closed safe space for the Black community. They will provide alternative healing methods through mindfulness techniques, reclaiming our narratives and multiple art mediums with guest speakers to help us along our healing journeys.
- [Women's Writing Circle](#) - Ryerson hosts a monthly writing circle to bring students who identify as women together on campus to write about their lives and experiences and express themselves in a group of support. The group aims to create a community of support for women on campus.

## Self-Defence Workshops

- Series of [Wen-Do self-defence workshops](#) delivered to Ryerson community members on campus that cover a wide variety of physical and verbal self-defence techniques, awareness and avoidance of threatening situations, and discussions of psychological, social, and legal issues involved in self-defence. Workshop dates: September 17, October 25, November 26, March 7 & 8, January 30.
- Ryerson Security provides Self-Defence (Rape Aggression Defense (RAD)) workshops that include in-depth discussions and interactive participation for participants about safety. Participants come away with greater awareness and skills to more confidently respond to potentially concerning and aggressive behaviour.
  - Men's RAD - 2 completed classes from August 2019 to September 2019 with 10 participants in total

- Women's RAD - 5 completed classes from April 2019 to November 2019, 1 uncompleted class started in March 2020 due to COVID-19. 67 participants in total
- Instructor Courses - 2 completed courses. October 2019 with 12 participants total (men and women participants) and February 2020 with 13 participants total (men and women participants)

### Programming, Initiatives and Events

#### Emergency Blue Phones

The Emergency Blue Phones initiative on campus has been implemented. Blue phones provide duress stations where one can activate a blue pull station or call to be connected directly to Security. Ryerson Security will immediately be dispatched to your location. Ten phones are located across campus.

#### Student Leadership Program

[Consent Action Team](#), a peer leadership program for Ryerson students interested in addressing sexual violence on campus led by Consent Comes First. 15 students participated in the second year including:

- Consultation on services, policy, and programming
- Events (i.e. Consent Week)
- Resources i.e. Stalking Guide, Student Reporting Self-Care Guide
- Media Creation (i.e. This is How You Take Care of Me sound installation at orientation)

#### Social Media Campaigns on Sexual Violence

- Engaged with 43,000+ people through Consent Comes First social media accounts (Insta/Twitter/FB/Youtube).
- #ConsentComesFirst - Broadening community understanding of consent
- #TakeCareRU30 - Used for the Slate of events honouring women and non-binary people in STEM and the 30th anniversary of the Montreal Massacre.
- [#TakeCareRU](#), This is How We Take Care of Each Other - explores ways staff, students and faculty can be active bystanders - expanded this year to STEM, Athletics, Experiential Learning

#### Initiatives

- [We Believe You \(self-care newsletter\)](#) 450+ subscribers) - CCF bi-weekly newsletter with content includes artwork, events, programming, resources, and self-care tips for survivors and allies.

- **I Never Asked For It Gallery** CCF worked with Ryerson Fashion students to create a pop-up gallery that challenged the pervasive rape myth that someone's outfit, attitude or actions cause sexual violence. It featured student stories of resilience, healing and resistance. The clothing and affirmations were displayed with an image caption by student survivors from October - November 2019. 3000 students engaged with the gallery.
- **Pleasure Principles** is a series of health and healthy relationships workshops and an online campaign by CCF in collaboration with Ryerson Health Promotion Student Health Assistance & Resilience Peer Program (SHARPP). Included events with sexual health educator Samantha Viarrule about sexual health, pleasure, and consent.
- **This is How You Take Care of Me Installation** SLC Live (Projector and Screen, Phones for sound installation) created by the Consent Action team. The Installation explored what survivors of sexual needed from their communities after an assault.
- **Consent Action Week** CCF works with other Ontario universities to host an annual Consent Week to explore the prevention, intervention, and support to address sexual violence on campus in January 2020. Programming included Wendo Self-Defence Workshop, Consent Pong in various faculty buildings, consent crafts, Smudge Don't Judge event.
- **Weekly Tabling** in various campus locations with Consent Action Team and Consent Comes First. Held games like Consent Pong with students to win swag (stickers, buttons, water bottles, large retractable banner, Midway prize wheel) September 2019 - March 2020

### Events

- **Consent Comes First Fashion Show** A partnership with Ryerson Fashion Program. On November 19, 2019, Ryerson Fashion students put on a fashion show at Buddies in Bad Times Theatre with models from the Toronto Rape Crisis Centre and Consent Action Team to raise awareness about sexual violence.
- **Safer Sex Fair** held February 12, 2020, with Consent Comes First, CESAR, Centre for Safer Sex and Sexual Violence Survivors, Planned Parenthood and Hassel Free Clinic. Provided valentines and safer sex materials.
- **Smudge Don't Judge Sexual Violence against Two-Spirit Indigenous People** held February 25, 2020, with Dr. Meagan Scribe, Audrey Huntley, Monica Forrester in collaboration with Consent Comes First and Ryerson Aboriginal Student Services.



- **Voices of Experience: Career and Networking Series on Consent** held September 18, 2019, with the Ryerson Career and Co-Op Centre and Consent Comes First with 100 students participating in learning about addressing sexual violence in the workplace.
- **East Asian Perspectives on Sexual Violence** held March 10, 2020, with Butterfly, Elane Lam, Olivia Chow, Kai Cheng Thom, Hijin Park to explore the impact of sexual violence within East Asian communities, a CCF panel.
- [International Women's Day \(IWD\)](#) 9 events - Every year, faculty, staff, students and community members are invited to join Ryerson University in celebrating IWD, through a full week of events that include education, community engagement, education, reflection and discussions focused on the struggles and progress experienced by women.
- **Storytelling and Solidarity Panel with Indigenous Women Advocates** Tanya Tagaq, Connie Walker, and Maggie Wente, moderated by Tanya Talaga on March 3r, 2020. Organized in collaboration with Consent Comes First, Ryerson Aboriginal Initiatives; Office of the Vice President, Equity & Community Inclusion, Ryerson, Ward 13 Councillor Kristyn Wong-Tam, Hot Docs Theatre and Women's Legal Education and Action Fund (LEAF). Event proceeds supported the Native Women's Resource Centre of Toronto (NWRCT) and the Women's Legal Education and Action Fund (LEAF).
- [December 6th - National Day of Remembrance and Action on Violence Against Women](#). Every year Ryerson hosts a memorial to mourn lives lost then and in the current year to femicide. Together we reflect and renew a commitment to end violence against women. In 2019 we focused on the anniversary of the Montreal Massacre and the need to address Missing and Murdered Indigenous Women, Girls and Two-Spirit people with Sarain Fox. Organized by: Consent Comes First Office of Sexual Violence Support and Education, Office of the Vice President Equity and Community Inclusion, Human Rights Services, CESAR, Faculty of Engineering and Architectural Science, Ryerson Athletics and Recreation.
- In collaboration with Ryerson Aboriginal Services, CCF created a self-care [Fringe Earrings Tutorial video with Ryerson alumni Olivya from Harvest Moon Designs](#). The video has been viewed 248,044 times.
- **Take Back the Night** Organized a Ryerson contingent to participate in the annual Take Back the Night Rally with Ryerson Housing, Centre for Safer Sex and Sexual Violence Survivors, Consent Comes First.
- **Love Letters to our Community** LGBTQ craft event during Pride Month as part of the Positive Space Committee's monthly activities.
- **LGBTQ Mixer** held during Orientation August 27, 2019, with 100 students and Winter 2020 with Tri-Mentoring program, Ryerson Orientation and Consent Comes First.

## **PART II: Number of Supports, Services and Accommodations Relating to Sexual Violence Requested and Obtained by Students**

### **Disclosures Made by Students**

Between May 1, 2019, and April 30, 2020, 246 students disclosed that they had been affected by sexual violence and other forms of gender-based violence. A number of these students disclosed multiple instances of sexual violence arising from the same occurrence, which accounts for why more disclosures of sexual violence were made than the number of students who accessed services and supports.

### **Supports, Services, and Accommodations**

Ryerson works closely with survivors, complainants and respondents to provide supports, services, and accommodations from a trauma-informed approach.

#### **Supports**

Supports are made available to students collaboratively. These include:

- Helping survivors identify, process, and navigate the traumas they have experienced;
- Guiding complainants, respondents and witnesses to navigate complaint processes;
- Providing support in every stage of the University's investigation process under the SVP;
- Advising and assisting survivors with options external to the University that are available to them, including reporting an incident to the Police;
- Assisting survivors in court proceedings, including gathering information and communicating with the Crown Attorney in criminal proceedings;
- Supporting survivors in making an application for financial compensation through the Criminal Injuries Compensation Board;
- Referring and/or accompanying survivors to medical appointments, including on and off-campus counselling;
- Helping survivors navigate the Ontario Students Assistance Program to secure financial support;
- Accessing housing support;
- Providing letters of support for academic considerations, course drops and withdrawals, and grade appeals;
- Developing and implementing safety plans for survivors;
- Facilitating support for student Respondents during the course of an SVP investigation, including academic consideration, financial support, access to counselling, and referrals to other internal and external resources.
- Working with Respondents after decisions are issued to ensure the completion of sanctions, compliance with remedies/penalties;
- Helping student Respondents transition back to the University after suspensions.

### Services

Ryerson provides expedited referrals to counselling for students affected by sexual violence twice a week. Ryerson offers students:

- Crisis counselling, individual therapy, and group therapy.
- Disciplinary counselling to Respondents involved in the SVP disciplinary process. This includes consent training on a variety of topics, including, but not limited to: accountability, toxic masculinity, healthy relationships, the role of drugs/alcohol in harmful behaviours, and healthy sexuality.

### Accommodations

Ryerson provides students with accommodations that are carefully tailored to the circumstances of each student. Such accommodations include:

- Academic considerations (short-term modifications to students' coursework, having regard to the student's experience(s) of trauma)
- Workplace accommodations (for students that have concurrent staff roles), and housing accommodations (for the purpose of safety planning).

### Trends in Support Requests

- Requests for financial support
- Safety planning (online, physical, stalking, human trafficking)
- Support for students with disabilities
- Court, health & police advocacy
- Translation and interpretation support with multilingual students.
- Communication support (ghostwritten emails, brainstorming how to have difficult conversations, responding to harassment)
- Meetings with parents and partners

## The Numbers

Between May 1, 2019, and April 30, 2020, 259 students requested and obtained support. This includes survivors requesting supports, services, and accommodations as a result of disclosures, as well as respondents requesting supports, services and accommodations as a result of an investigation. The breakdown of these supports, services, and accommodations for the reporting period is as follows:

|       | Number of Students Making Requests | Supports Requested and Obtained | Services Requested and Obtained | Accommodations Requested and Obtained |
|-------|------------------------------------|---------------------------------|---------------------------------|---------------------------------------|
| Total | 259                                | 597                             | 252                             | 13                                    |

**Table 1**

### PART III: Number of Incidents and Complaints of Sexual Violence Reported by Students

Between May 1, 2019, and April 30, 2020, the total number of complaints received by students and investigated by the University is reflected in the following table:

| <b>Incidents and Reports of Sexual Violence by Students</b><br>May 1, 2019 to April 30, 2020  | <b>Number</b> |
|---|---------------|
| <b>Total incidents and complaints reported to the University</b><br>This number includes incidents and complaints from students who wish to remain anonymous, incidents reported by students other than the complainant/survivor, and student reports to security regarding sexual violence that have no identifiable respondent etc. | <b>103</b>    |
| <b>Complaints of Sexual Violence Reported by Students to the University under the Sexual Violence Policy</b><br>May 1, 2019 to April 30, 2020   |               |
| <b>Total complaints investigated</b>  | <b>26</b>     |
| <b>Type of Complaints investigated*</b>   |               |
| Number of complaints of sexual harassment   | 20            |
| Number of complaints of sexual assault  | 7             |
| Number of complaints/reports of stalking  | 4             |
| Number of complaints/reports of indecent exposure   | 1             |
| Number of complaints/reports of voyeurism   | 0             |
| Number of complaints/reports of sexual exploitation   | 0             |

**Table 2**

\*In some cases reported, the complaint included allegations of more than just one type of sexual violence. This accounts for why the number and types of incidents investigated are greater than the total complaints investigated during the reporting period.

### Part IV: The Implementation and Effectiveness of the SVP

Ryerson's Sexual Violence policy reflects Ryerson's commitment to addressing sexual violence in all forms in our community and makes clear Ryerson's commitment to addressing sexual violence and promoting a culture of consent. The University made a commitment to examine the SVP by the end of 2019. In addition, MTCU announced earlier this year that every post-secondary institution in Ontario must examine their sexual violence policies by Fall 2019. In

order to maintain our commitment to excellence and fairness of the process, and to comply with MTCU's requirement, Ryerson conducted a check-in of our policy over Fall 2019. The check-in focused on strengthening our commitment to education, enhancing support services along improving the processes to resolve issues, concerns, and complaints. The report can be found [here](#).

### **Part V: Sexual Violence Task Force**

In March 2019, the Ontario provincial government set out a mandate for all post-secondary institutions to create a task force devoted to exploring how the University addresses and prevents sexual violence on campus. The task force must include diverse student representatives, alongside faculty and staff, and be required to report its findings to Ryerson's Board of Governors as well as the Ministry of Training, Colleges and Universities (MTCU) by December 2020.

In September 2020 Ryerson struck a task force led by Ryerson alumni and gender-equity advocate Jessica Ketwaroo-Green and Undergraduate Student Casey Dobson as Co-Chairs. It included Maddy Fast, Vice President Equity & Campaigns, Ryerson Continuing Education Students' Association of Ryerson, CESAR, Danielle Han, Undergraduate Student, Asia Browne, JD Candidate, Ryerson University Faculty of Law, Sydney Bothwell, Coordinator, Centre for Safer Sex and Sexual Violence Support, Ryerson Students Union, Corrine Hart, Associate Professor, Faculty of Community Services, Daphne School of Nursing, Aman Rajwani, President, Ontario Public Sector Employees Union, Ryerson, Linda Barnett, CUPE Ryerson Staff Representative, Farrah Khan, Manager Consent Comes First, the Office of Sexual Violence Support and Education, the Office of the Vice-Provost, Students, Asha McClean, HR Consultant, Human Resources, Ahmed Ahmed, Partnership and Resolution Officer, Human Rights Services, Office of Vice-President Equity, Community and Inclusion. The taskforce reported will be presented to the Board of Governors by December 2020.